



LTESA Enel X 2025 VPP #1

Social Licence Commitments

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Prepared by:
Enel X Australia
Level 18, 535 Bourke Street
Melbourne, VIC 3000

Project Overview

Enel X Australia has published its Social Licence Commitments (SLCs) in accordance with Schedule 5 of the relevant Long-Term Energy Service Agreement (LTESA) for the Enel X 2025 VPP #1 Project.

The target Commercial Operations Date (COD) is 31 December 2026, and the COD Sunset Date is 30 November 2027.

In accordance with Schedule 5, item 1.10(a), Enel X is required to publish its Social Licence Commitments within 20 Business Days after the Signing Date (4 May 2026). These commitments are intended to deliver broader community and industry benefits alongside project delivery.

This publication summarises Enel X's Social Licence Commitments and expected delivery timing in accordance with the relevant PDA / LTESA requirements. Enel X will continue to provide updates in accordance with contractual obligations as the Project progresses.

Emission reduction commitments

Enel X Australia will offset 150% of emissions created during Performance Events by the firming infrastructure that forms part of the Project as calculated according to the procedure in Part 12 of the *Electricity Infrastructure Investment Regulation 2021* (NSW) ("EII Regulation").

Offsets will be achieved through the acquisition and surrender of Australian Carbon Credit Units (ACCUs).

Local Content Commitments

Local Content and Supply Chain

Local Content commitments support local supply chain participation and broader economic benefits associated with Project delivery.

Local Content means goods, services, and resources produced, manufactured or supplied within Australia and New Zealand.

Table 1 sets out the Social Licence Commitment targets and expected delivery timing.

Table 1: Local Supply Chain Commitments

Commitment	Target	Timing
Development and Construction Phase	29% of total CAPEX	Pre-COD
Operation and Maintenance Phase	14% of total OPEX	Post-COD

Workforce and Employment

Workforce commitments support workforce participation, employment opportunities and capability development associated with the Project.

Local Trade means jobs for people from NSW who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the Project.

Local Worker means jobs for people from NSW.

Workforce commitments support workforce participation, employment opportunities and capability development associated with the Project.

Enel X Australia will employ relevant workers in accordance with Schedule 5 requirements measured through Total Project Workforce (TPW) and Total Trade Positions as set out below.

Table 2: Workforce commitments(hours)

Commitments	Pre-COD	Post-COD	Total
Total Project Workforce (TPW)	6,629	10,794	17,423
Total Trade Positions	525	168	693

Workforce participation commitments support learning opportunities, workforce diversity and local participation associated with Project delivery. Commitments are measured as percentages of Total Project Workforce (TPW) across applicable Project delivery periods.

Underrepresented Groups includes people with characteristics defined in the *Anti-Discrimination Act 1977* (NSW) and people who are long-term unemployed in addition to young people and women.

Learning Workers means a worker without qualifications or who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes:

- (a) trainees and Apprentices;
- (b) non-construction workers;
- (c) managers, engineers, finance team, environmental team, safety team, construction employees consisting of supervisors, those in leadership roles, tradespeople and operators who contribute to the Project; and
- (d) people who undertake training organised by the contractor prior to employment but only if they are employed on the Project.

Once defined as a Learning Worker, the worker maintains this status for the duration of the Project. Non-accredited Microcredentials must not account for more than 25% of the Learning Worker target.

For example, if the Learning Worker target is 20%, non-accredited Microcredentials must be less than 5%..

Table 3: Workforce Participation Commitments

Workforce Category	Pre-COD (% of TPW)	Post-COD (% of TPW)	% of TPW
Learning Workers	48.3%	41.9%	44.4%
Underrepresented Groups	51.5%	67.2%	61.2%
Women	31.4%	34.1%	33.1%

Local Workers	25.7%	11.3%	16.8%
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Trade participation commitments support apprenticeship opportunities and local trade workforce participation associated with Project delivery. Trade commitments are measured as percentages of Total Trade Positions (in hours) across applicable Project delivery periods.

Table 4: Trade Participation Commitments

Workforce Category	Pre-COD (% of trades)	Post-COD (% of trades)	% of total trades
Apprentices in Trades	26.7%	0.0%	20.2%
Local Trades	75.0%	75.0%	75.0%

First Nations Participation

First Nations commitments support participation and economic opportunities for Aboriginal and Torres Strait Islander communities associated with Project delivery.

First Nations Businesses means a business that is at least 50 per cent Aboriginal and/or Torres Strait Islander-owned and is recognised as an Aboriginal business through an appropriate organisation, such as Supply Nation or the NSW Indigenous Chamber of Commerce.

Table 5: First Nations Participation Commitments

Commitment	Target	Timing
Subcontracting	0.19% of Total Project Contract Value	Pre-COD
Training and workforce development	AUD \$64,472	Post-COD

Current Status

Project implementation activities have not yet commenced.

Implementation activities associated with Social Licence Commitments will be undertaken in accordance with Project delivery timing obligations.

Further updates will be published over time as Project delivery progresses.